



# **TRADOC Quality Assurance Program and IET, Leader Development, CTC Program Accreditation Initiatives**

**Nov 01**

# Briefing Outline

**Purpose: Provide information on stand-up of the TRADOC Quality Assurance Program and accreditation initiatives.**

- **QA Program Mission, objectives, goals, and QA Office functions**

- **Accreditation Strategic Objective**

- **IET/Ldr Dev Accreditation**

- **Methodology**

- **Concept**

- **Standards**

- **CTC Program Accreditation (as above)**

# CG Tasker

- **Effective Oct 01 stand up organization that will perform accreditation in TRADOC; Focus on POIs, personnel, and infrastructure (BaseOps).**
- **DCG-IET (DCST assist) accredits IET.**
- **CAC accredits Leader Development Training.**
- **DCST accredits CTC Program.**
- **Mil and civ educators as team members; not inspection only; team will provide staff assistance.**
- **Schools complete self-assessment; applies to branch schools, TASS battalions, and WHINSEC.**

# QA Program Revitalization

- TRADOC has initiated a revitalization of the QA Program in support of Transformation.
- TRADOC CofS memo dated 12 Jun 2000 directed TRADOC centers and proponent schools to stand up a QA Office (QAO).
- QAOs serve as the eyes and ears of the Commander/Commandant.
- CG TRADOC directed standing up an accreditation function effective Oct 2001:

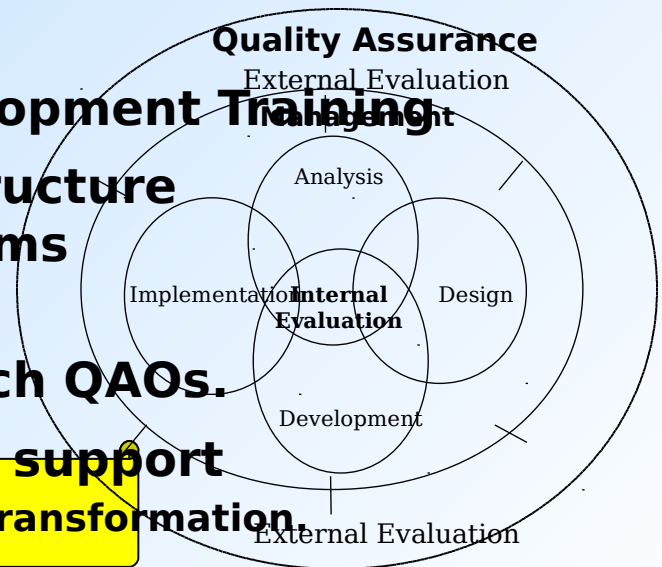
> Purpose: accredit IET & Leader Development Training

> Focus - Programs; Personnel; Infrastructure

Note: Expanded to include CTC Programs

- DCST stood up a QA Office 1 Oct 01. QA Assistance Teams will support center/sch QAOs.

- FY02 TRADOC Transformation funds will support QAO spaces at pilot centers and schools.



# What's the Real Difference

New QAO	Old DOES
<b>White hat</b> <b>Provide assistance</b> <b>deficiencies</b> <b>Standards based</b> <b>Identify deficiencies and</b> <b>deficiencies</b> <b>efficiencies</b> <b>Recommend solutions</b> <b>solutions</b>	<b>Black Hat</b> <b>Report the</b>  <b>Checklist based</b> <b>Identify</b>  <b>Recommend</b>

**Self-assessment**  
**Raises Higher HQ issues**



# DCST Quality Assurance Office

## Our Mission

**Assure the CG, TRADOC, that training and education provided by TRADOC meet the competency needs of today's Army and the objective force.** Manage quality assurance of training implementation, development, automation, facilities, personnel, products, programs, and resources. Develop and integrate training development (TD) processes, policy, and procedures Armywide. Provide functional guidance for Training/TD automation.

<http://www-dcst.monroe.army.mil/tdaa/>



**Motto:**  
**Excellence is our aim;**  
**Quality is our name.**



# QA Program Mission, Objectives, & Goals

- **Objective 1:**
  - > **Establish and maintain an organizational structure within TRADOC to ensure quality and standardization of education /training across components.**
  - > **Goals:**
    1. **Stand up HQ, center, and select school QA Offices (QAOs) Oct 01.**
    2. **Stand up remaining school QAOs Oct 02.**

**Value added:  
Enhanced soldier  
performance, proponent  
self-assessment,  
and AC/RC standardization.**



# QA Program Mission, Objectives, & Goals (Con't)

- **Objective 2:**

- > **Ensure all components are trained to the same standard and to perform in a Contemporary Operational Environment (COE).**

- > **Goals:**

- 1. Establish a process, policy, and procedures to accredit every 2-3 years) IET and Leader Development at Army Training Centers, TRADOC proponent schools (including WHINSEC, AMEDD, and SWC), RC Training Battalions, and NCO Academies**
- 2. Accredit the Combat Training Center Program every year.**
- 3. Accredit all training institutions/programs against established standards.**
- 4. Establish and validate accreditation standards**



# QA Program Mission, Objectives, & Goals (Con't)

## • Objective 3:

- > Ensure our individuals and units can perform to standard.
- > Goals: 1. Develop and maintain training and training development (TD) policy and guidance.
- 2. Ensure Learning Objectives prepare students to meet task performance standards.
- 3. Ensure tests are performance oriented and measure against established standards.
- 4. Ensure integration of COE and current doctrine into training products.

## Objective 4:

- > Ensure education/training meets the needs of the legacy and objective force.
- > Goals: 1. Establish a process to ensure integration of CD/DD/TD.
- 2. Provide external evaluation tools for proponents

# QAO Functions

- **QA is the umbrella program: involves internal and external evaluative processes, to include accreditation, validation, instructor evaluations, quality controls, etc.**
- **TRADOC Transformation funding will be provided to pilot centers and schools to implement a pilot accreditation initiative in FY02. Center and school functions include ----**
  - > Being the eyes and ears of the Commander/Commandant.**
  - > Providing oversight for increasing organizational effectiveness, efficiency, and economy ----integration across center/school**

# QAO Functions, Con't

- > **Ensuring efficiency and effectiveness of the Combat Training Center Program (CTC QAO only).**
- > **Ensuring (through Internal and External evaluations) ---**
  - » **Quality training, training products, training institutions, instructor performance, student performance, and training development process.**
  - » **Validated education/training courses/products.**
  - » **Compliance with policy & guidance.**
- > **Conducting trends analysis to determine**

# Organizational Guidance

- **Centers: QAO at CofS level; center schools, QA Element at CofS level; non-center schools, QAO at CofS level.**
- **Pull all center/school Tng and TD-related QA functions (including Program Mgt QA functions) into the QAO:**
  - > **Automation reports: ATRRS; ASAT; AIMS-PC**
  - > **Automation program/systems (meet functional reqmts)**
  - > **TRAS & SMDR mgt**
  - > **Contract mgt**
  - > **Personnel & resource mgt (e.g., MSR)**
  - > **Quality of life issues (staff & training)**
  - > **Planning & administration**
  - > **Accreditation (Title XIs)**

# Points of Interest

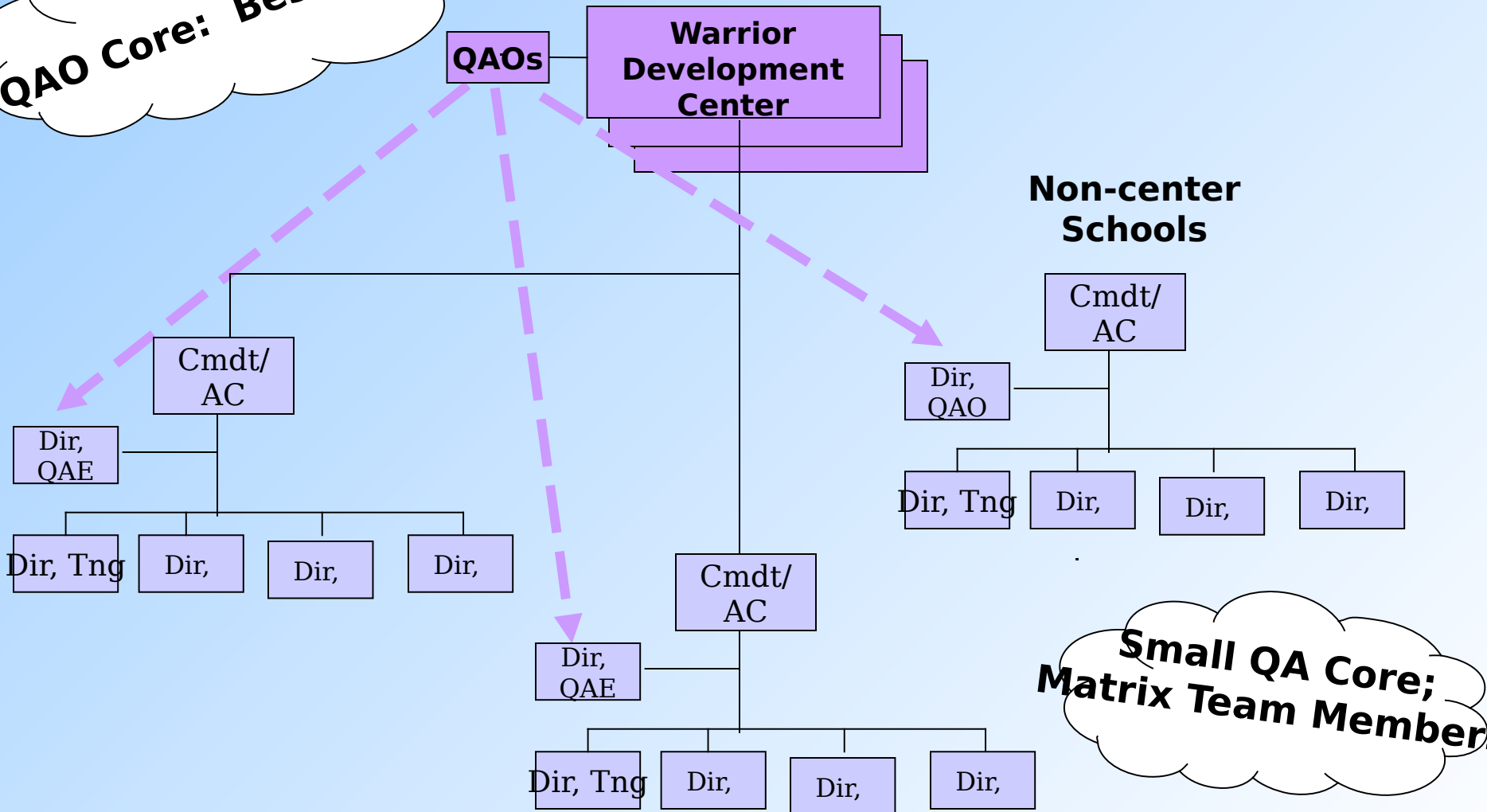
- **FY 02 Transformation funding for QAOs (for unfilled authorizations, temps or terms).**
  - > **TBG: CAC, Accessions Cmd, CASCOT, MANSCEN, SMA, WOCC, and 3 add'l accreditation pilot schools.**
  - > **ATBG: Funding for 1 position at 4 add'l schools for QA Prog functions, especially QA of design, development and implementation of mobilization tng.**
- **Initial fill with GS-1750s (training/TD is core of QA oversight, not just accreditation).**
- **FY 03 Transformation funding for QAOs: remaining schools.**
- **FY 04-09 POM. Continue to request additional authorizations.**

- **Mr. Seger: “The intent is for a GS 1750 for this position.”**
- **GS 1750 can evaluate and provide assistance on all aspects of education/training, to include conducting and management of analysis, design, development, and implementation.**
- **Other team members will be selected based on the needs of the on-going accreditation/ evaluation effort.**

Quick fills are imperative;  
Right qualifications are essential.

# QA Program Structure

**QAO Core: Best TDers**





Accreditation is recognition that an institution meets accepted standards

# Accreditation Strategic Objectives

**Accreditation is a QA function that helps to assure the Command that training and education provided meet the competency needs of today's Army and the objective force:**

- **We are providing standardized training and products that are doctrinally correct and set the correct standards for the Army.**
- **Staffs, faculties, and O/Cs are trained to standard and provide quality instruction.**
- **Institutional infrastructure meets required standards**

**Bottom line: Developing soldiers, leaders and units to standard; ensuring training and education is effective.**

WHERE TOMORROW'S VICTORIES BEGIN  
**OPFOR/COE requirements.**

# Methodology: IET/Ldr Dev

- **HQ TRADOC provides accreditation standards guide to all training institutions.**
- **Training institutions complete a formal self-assessment and submit findings to team prior to visits.**
- **Matrix organization: reps participate in on-site visits or work initiatives based on findings.**
  - > **Centers and/or schools are to send one person on both the IET and the Leader Dev Accreditation Teams each year.**
  - > **Title XIs from RC TASS Tng Bn accredited last year can assist with current year accreditations of other RC battalions.**
  - > **SMA and WOCC will send reps on Leader Dev Accreditation Teams.**



# **Methodology: IET/Ldr Dev (Con't)**

- **Accreditation Teams visit to verify results of self-assessment, spot check areas of interest, and provide assistance.**
- **CAC and DCG-IET teams recommend accreditation status to HQ TRADOC**
- **HQ TRADOC consolidates ratings and issues formal accreditation status.**



# IET/Ldr Dev Accreditation: Phase 1

- All schools do a self assessment in FY02; begin making on-the spot corrections.
- IET Accreditation Team accredits 5 schools (ADA, AR, EN, FA, and QM).
- Leader Development Team accredits 5 schools (same as above)

Self assessment gives ---

--- the center/school a chance to look at things they need to fix

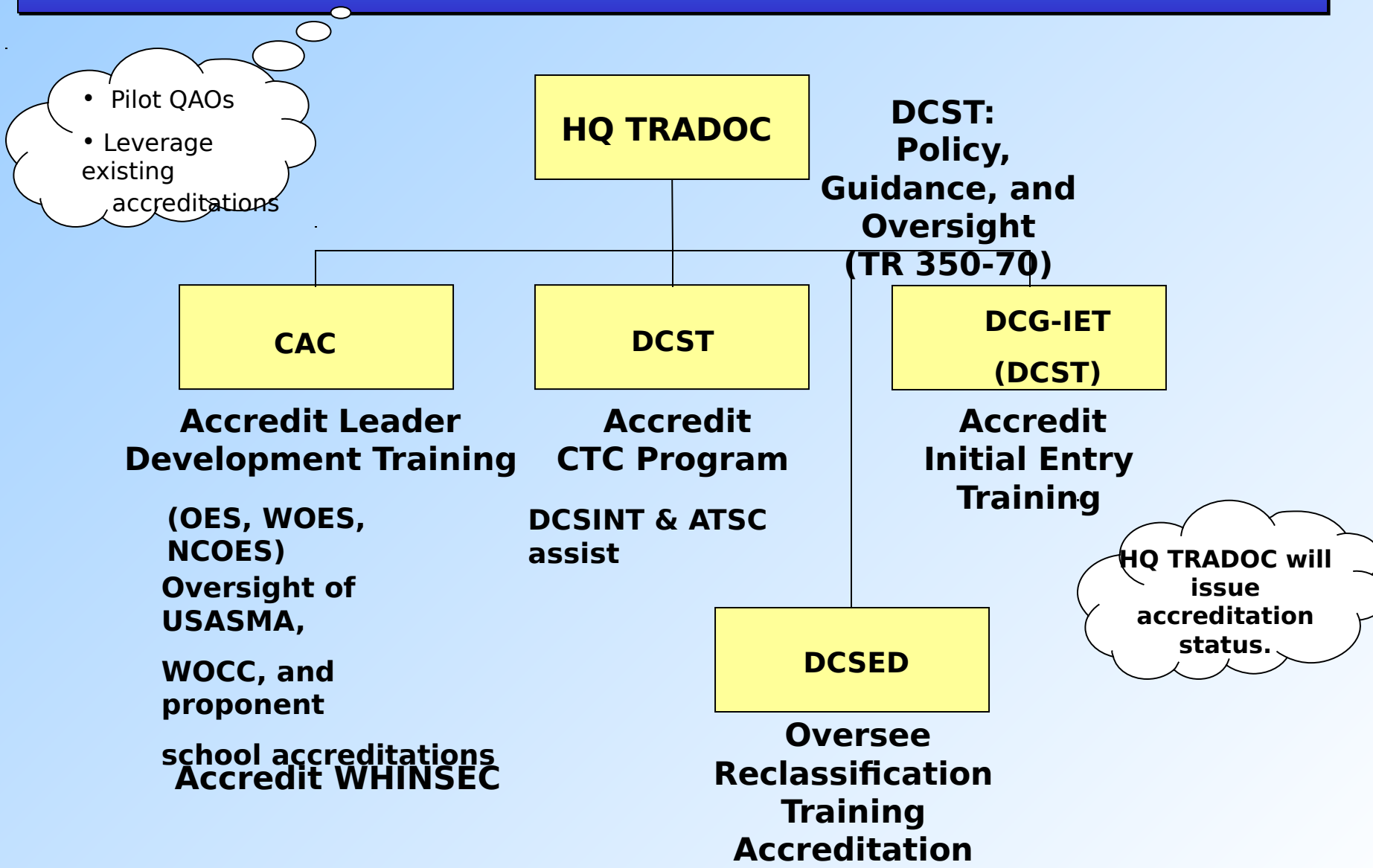
Also gives visibility to H



# **IET/Ldr Dev Accreditation: Phase 2**

- **Accredit 1/3 schools per year for the next three years.**
- **Assess time requirement for re-accreditation (2-3 years)**

# IET/Ldr Dev Accreditation Concept Overview: Ph 1-2



# IET and Leader Development Courses

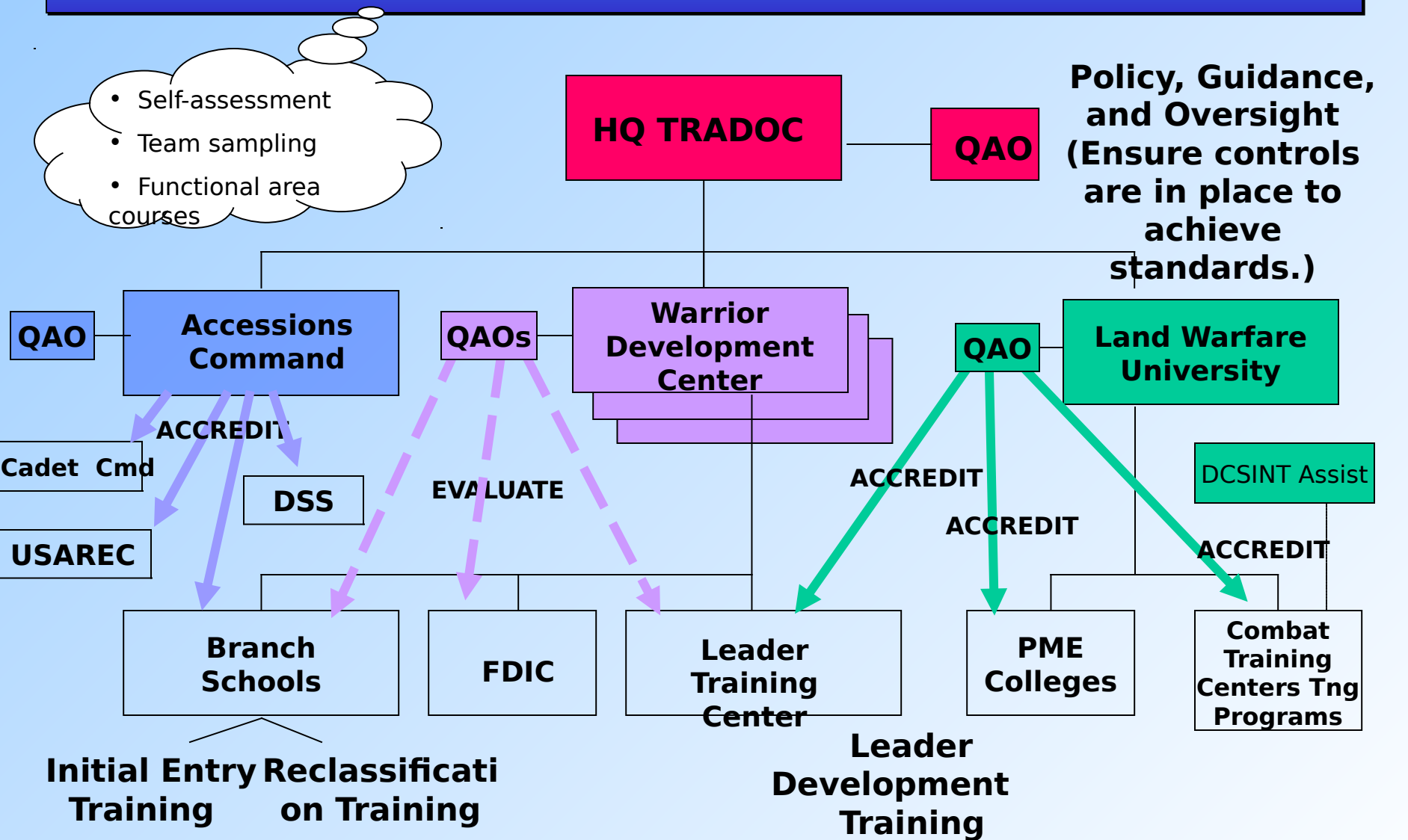
## Phases 1 & 2

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- **IET:        BCT, AIT, OSUT**  
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  - **Leader Development:**
    - **OES:        OBC, CCC**  
                  **(Ph 2: BOLC, CALC, CABCC)**
    - **WOES:    WOBC, WOAC,**  
**WOSC, WOSSC**
    - **NCOES:   PLDC, BNCOC,**  
**ANCOC, SMC**
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# Accreditation Concept Overview: Ph 4 (TBD)



# WHINSEC Accreditation

**Special  
emphasis**

- **Purpose:**

- • To evaluate training with emphasis on SECDEF mandated training and Special Emphasis Items.

- • To evaluate training support provided by USAIC&S and other organizations

- **Matrix team consisting of CAC (lead), DCST, CINC-SOUTHCOM, and others TBD**

# Ed/Tng Program Standards (Conduct of Training)

Standards developed in the following

areas:

- Critical tasks
- Training to standard
- Instructor performance
- Instructor-student ratios
- Safety and environment
- Risk management
- Mandatory tng sequence
- Conduct of physical fitness training
- Student management/records
- Ammo & pyrotechnics
- TADSS
- Ranges & tng areas
- Performance opportunities
- Instructor mentoring and counseling
- Identification of program deficiencies
- Tests/Test control procedures
- Copyright compliance
- Use of tng materials

# **Personnel & Infrastructure Standards**

**Standards developed in the following areas:**

## **STAFF, FACULTY, & CADRE**

- **Instructor qualifications**
- **Staffing IAW TDA**
- **Staff and Faculty Training**
- **EEO & POSH Policies**

## **INFRASTRUCTURE**

- **Facilities**
  - **Billeting**
  - **Classrooms/shop areas**
- **Resource Acquisition**
  - **TADSS requirements**
  - **Ammo requirements**
  - **Tng spt materials**
  - **Soldier MWR**
- **Transportation system**



# **What we expect to gain from the pilots:**

- **Verification of standards: correct standards; needed additions or deletions; critical items; criteria; and pre-visit requirements.**
- **Team compositions.**
- **Resource requirements: manpower, equipment, and time.**

# CTC Program: Accreditation Concept Overview

## *CTC Pillars- Resources*

**Ops Group: DCST-W (CAC-CGSC assists) accredits  
O/C**

**Training Program.**

**OPFOR: DCSINT (DCST assist) accredits COE.**

**TADSS: ATSC (STRICOM & DCST-W assist)  
validates TADSS and System  
Integration Reviews  
(Tng Msn Area).**

**Facilities: DCST-W validates CTC O&M.**

# Methodology: CTC Program

- **TRADOC provides accreditation standards guides.**
- **Collect data for completion of standards contained in Action Plan.**
- **Leverage regularly scheduled visits to CTCs: minimizes disruption of high OPTEMPO CTC .**
- **First accreditation visit will begin 1st Qtr 02; 1 ea quarter.**
- **Lead agencies provide accreditation data to DCST-W IAW an implementation LOI.**
- **Consolidated report forwarded to HQ, TRADOC for issuing of formal accreditation.**





# CTC Program Standards

## Focus Area: Operations Group

**Pillar**

- Qualified O/Cs

- Realistic scenarios

- AARs reinforce doctrine

- Effective coaching/mentoring

## Focus Area: OPFOR/COE

**Pillar**

- Full range of COE variables

- Develop adaptive leaders

- Validate methods

- Use of technology

- Execute realistic training

- Effect BLUFOR

## Focus Area: TADDS

**Pillar**

- Requirements are current

- objectives/outcomes

- Density meets rotational rqmts

- Requirements are valid

- Rqmts properly documented

## Focus Area: Facilities

**Pillar**

- Requirements are justified

- Rqmts spt battlefield environment

- Digitized tng/simulations

- Rqmts spt full-spectrum operations

# Timelines

- ✓ **25 Jan 01: First Tiger Team mtg.**
- ✓ **Feb-Apr: IPRs for ADCST/DCST/DCSED/CofS**
- ✓ **26-28 Jun: 1st Accreditation Coordinating Council meeting**
- ✓ **Oct:**
  - ✓ **DCST QAO - 1 Oct**
  - ✓ **LWU QAO - 30 Oct**
  - Accessions Cmd QAO - ✓ DCST/AIETD until standup**
- **Oct - Nov: ✓ Conduct Accreditation Coordinating Council meetings**
  - CAC and DCG-IET/DCST develop accreditation plans**
  - Field policy memo and standards/guides**
- **Nov-May: Conduct assistance visits**
  - All training institutions conduct self-assessments**
  - (one IET and 1 Ldr Dev course for non-pilot participants)**
- Nov on: Monthly VTCs**
- **Jun 02: Begin pilot IET/Ldr Dev accreditation visits.**  
  
**WHERE TOMORROW'S VICTORIES BEGIN**  
**(ADA, AR, EN, FA, and QM)**

# Back Ups



# Definitions

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- **Accreditation:** The formal recognition which gives authority to conduct (or continue to conduct) education/training. It is the result of an evaluative process that certifies an institution's personnel, administration, operations, and logistical support (infrastructure) are adequate to support training to course standards. [Proposed revision to TR 350-70]
- **Evaluation:** A systematic, continuous process to appraise the quality (or determine the deficiency), efficiency, and effectiveness of a program, process, or product. It provides the mechanism for decision makers to assure quality. [Proposed revision to TR 350-70]
- **Contemporary Operational Environment:**

# TRADOC Career Field Functional Area Courses

## Phase 3

**TRADOC will also accredit courses in the following areas:**

### Career Field Proponent

### Functional Area

**Operations  
JFKSWCS**

**FA39 Pysop and Civil Affairs**

**CG,**

**FA90 Multifunctional Logistician**

**CG,**

**CASCOM**

**Info Opns**

**FA24 Info System Engineering Ch, Signal**

**FA30 Information Operations**

**CG,**

**USACAC**

**FA34 Strategic Intelligence**

**CG,**

**USAIC**



**WHERE TOMORROW'S VICTORIES BEGIN**

**FA52 Info System Management**

**Ch**